

BOARD OF TRUSTEES
AGENDA

<input type="checkbox"/> Workshop	<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Special
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(A) Report Only Recognition

Presenter(s):

Briefly describe the subject of the report or recognition presentation.

(B) Action Item

Presenter(s): SAMUEL MIJARES, SUPERINTENDENT
 ISMAEL MIJARES, DEPUTY SUPERINTENDENT FOR BUSINESS & FINANCE

Briefly describe the action required.

Consideration and Ratification of the Superintendent's recommendation that salaries be further increased by adding an additional 0.17 percent increase to the previously approved increases for the 2020-2021 school year for all employees and setting the starting salary for Professionals at \$49,500 and increasing the Pay Ranges for Administrators, Paraprofessionals, and Manual Trades.

(C) Funding source: Identify the source of funds if any are required.

(D) Clarification: Explain any question or issues that might be raised regarding this item.

EAGLE PASS INDEPENDENT SCHOOL DISTRICT PROFESSIONAL HIRING SCHEDULE 2020-2021

BASED ON \$49,500 STARTING SALARY

PAY STEP EXPERIENCE	STATE MINIMUM	LOCAL SALARY*	PROFESSIONAL SUPPORT POSITIONS	ADDITIONAL PAY***
0	33,660	49,500	ASST. CHIEF OF POLICE	5,500
1	34,390	49,600	ATHLETIC TRAINER	7,000
2	35,100	49,700	COUNSELOR	4,000
3	35,830	49,800	LIBRARIAN:	
4	37,350	49,900	LEARNING RESOURCE CERTIFICATION	4,000
5	38,800	50,300	LEARNING RESOURCE ENDORSEMENT	3,750
6	40,410	50,700	SPECIAL EDUCATION:	
7	41,830	51,100	ASSESSMENT SPECIALIST	1,500
8	43,170	51,500	DIAGNOSTICIAN	2,500
9	44,440	51,900	LICENSED SPECIALIST- SCHOOL PSYCHOLOGY	4,500
10	45,630	52,300	LICENSED SPEECH PATHOLOGIST	10,000
11	46,770	52,700	PHYSICAL THERAPIST	1,500
12	47,850	53,100	PHYSICAL THERAPIST ASST.	1,500
13	48,850	53,500	SPEECH THERAPIST	2,500
14	49,810	53,900	SPEECH PATHOLOGIST ASSISTANT	1,500
15	50,710	54,300	TEACHER-AUDITORY/VISUALLY IMPAIRED	1,500
16	51,570	54,700	PEP SUPERVISOR	1,500
17	52,370	55,100	PUBLIC INFORMATION OFFICER	5,500
18	53,140	55,500	SOCIAL WORKER	1,500
19	53,860	55,900		
20**	54,540	56,300		

*LOCAL SALARY STEP AMOUNT OF \$100/\$400 IS BASED ON 187 WORKING DAYS AND IS PRORATED BASED ON ADDITIONAL WORKING DAYS FOR EACH YEAR OF EXPERIENCE. THE LOCAL SALARY STEP INCREASE IS NOT STATE MANDATED AND IS NOT AUTOMATIC. IT IS PART OF THE OVERALL SALARY APPROVED AT THE DISCRETION OF THE BOARD OF TRUSTEES.

**NEW EMPLOYEES WITH OVER 20 YEARS OF EXPERIENCE WILL BE PLACED AT STEP 20.

***ADDITIONAL PAY ADDED TO HIRING AMOUNT FOR SPECIFIC PROFESSIONAL SUPPORT POSITIONS AND IS PRORATED BASED ON 187 WORKING DAYS.

THE PROFESSIONAL HIRING SCHEDULE INCLUDES:

ACCOUNTS PAYABLE SUPERVISOR	COUNSELOR	PURCHASING ASSISTANT	SP. ED. OCCUPATIONAL THERAPIST
ASST. CHIEF OF POLICE	LIBRARIAN	REGISTERED NURSES	SP. ED. SPEECH PATHOLOGIST ASST.
ASST. FOOD SERVICE DIRECTOR	MICROCOMPUTER TECH.	SOCIAL WORKER	SP. ED. PHYSICAL THERAPIST ASST.
ASST. FS DIR. FOR BUS. & EVENTS	PAYROLL SUPERVISOR	SP. ED. ASSESSMENT SPECIALIST	SP. ED. PHYSICAL THERAPIST
ASST. NURSE COORDINATOR	PEIMS DATA ANALYST	SP. ED. DIAGNOSTICIAN	SP. POP. EVALUATOR
ASST. TAX ASSESSOR-COLLECTOR	PEP SUPERVISOR	SP. ED. PARENT/TRAINER	STAFF ACCOUNTANT
ATHLETIC TRAINER	PRINT SERVICES MANAGER	SP. ED. LICENSED SPECIALIST- SCHOOL PSYCHOLOGY	TEACHER
BAND DIRECTOR	PUBLIC INFO. OFFICER	SP. ED. LICENSED SPEECH PATHOLOGIST	WEBMASTER
CERTIFICATION OFFICER			

**EAGLE PASS I.S.D.
ADMINISTRATORS
JOB CLASSIFICATIONS
2020-2021**

PAY GRADE 014

Asst. Principal (217 days)	Network Administrator (226 days)
Dean of Instruction (217 days)	Special Education Supervisor (210 days)
Instructional Officer (217 days)	

PAY GRADE 015

Chief of Police (226 days)	Staff Dev./Parental Involvement (226 days)
Health Services Director (217 days)	

PAY GRADE 016

Accounting Director (226 days)	Instructional Tech Director (226 days)
Benefits & Risk Management Director (226 days)	Language Arts Director (226 days)
Bilingual/Fine Arts Director (226 days)	Math Director (226 days)
Budget Director (226 days)	Migrant Director (226 days)
CATE Director (226 days)	Payroll Director (226 days)
DAEP Director (217 days)	Purchasing Director (226 days)
Elementary Principal (217 days)	Science/Social Studies Director (226 days)
Fac./Maint. Director (238 days)	Tax Assessor-Collector (238 days)
	Transportation Director (226 days)

PAY GRADE 017

Athletics Director (226 days)	Food Service Director (226 days)
Business & Finance Director (226 days)	Junior High Principal (217 days)
Chief Technology Officer (226 days)	PEIMS Director (226 days)
Federal Programs Director (226 days)	School Imprv., Curr. & Accountability Dir. (226 days)
	Special Education Director (226 days)

PAY GRADE 018

High School Principal (226 days)

PAY GRADE 019

Exec. Dir. for Human Resources (226 days)	Exec. Dir. For Instruction (226 days)
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PAY GRADE 020

Deputy Supt. for Curr. & Inst. (226 days)	Deputy Supt. for Business & Finance (226 days)
Deputy Supt. for District Operations (226 days)	

**EAGLE PASS I.S.D.
ADMINISTRATORS
PAY RANGES
2020-2021**

DAILY RATES			
PAY GRADES	MINIMUM	MIDPOINT	MAXIMUM
14	373.00	467.00	584.00
15	403.00	504.00	630.00
16	428.00	535.00	669.00
17	509.00	637.00	797.00
18	516.00	645.00	807.00
19	557.00	697.00	872.00
20	642.00	803.00	1,004.00

**EAGLE PASS I.S.D.
PARAPROFESSIONAL
JOB CLASSIFICATIONS
2020-2021**

PAY GRADE 003

Aide- Instructional (183 days)	Caregiver (187-226 days)
Aide- Instrutlional ISS (183 days)	Clerk- Elementary (192 days)
Aide- Library (183 days)	Clerk- Food Service (226 days)
Aide- Music (183 days)	Community Liaison Aide (226 days)
Aide- Parent Liaison (226 Days)	Kickapoo Parent Liaison (183 days)
Aide- P.E. (183 days)	Service Advocate Recruiter (192-226 days)
	Student Service Aide*

PAY GRADE 004

Aide- Instructional - Sp. Ed. (183 days)	Clerk- Secondary (192-210 days)
Aide- Nurse (192 days)	Clerk- Stats (202 days)
Clerk- Discipline (202 days)	Computer Lab Manager (183 days)
	Security Guard (183 days)

PAY GRADE 005

Attendance Officer (183 days)	Specialist- Department (226-238 days)
Registrar (226 days)	Specialist- Federal Programs (226 days)
Secretary- Attendance (217 days)	Specialist- Food Service (226 days)
Secretary- Counselor (217 days)	Specialist- Human Resources (226 days)
Secretary- Curriculum (210-217 days)	Specialist- Instruction (226 days)
Secretary- Department (217-238 days)	Specialist- Media (226 days)
Secretary to Director (217-238 days)	Specialist- New Generation Systems Chief (226 days)
Secretary- Scholarship (187 days)	Specialist- New Generation System (226 days)
Secretary to Principal (217-226 days)	Specialsit- NCLB (226 days)
Specialist- Business/Finance (226-238 days)	Specialist- Parent Literacy (226 days)
Specialist- Day Care (226 days)	Specialist- PEIMS (226 days)
	Specialist- Records (226 days)

PAY GRADE 006

Broadcast Technician (226 days)	Secretary to Deputy Superintendent (226 days)
Graphic Designer (238 days)	Secretary to Executive Director (226 days)
LVN (192 days)	Secretary to Superintendent (226 days)
Peace Officers (202 days)	School Facilities Supervisor (238 days)
Secretary to Board (226 days)	Technology Technician (226 days)

*Student Service Aides starting salary point is minimum wage.

**EAGLE PASS I.S.D.
PARAPROFESSIONAL**

PAY RANGES

2020-2021

HOURLY RATES

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
003	14.38	18.00	23.00
004	16.43	20.54	25.68
005	19.51	24.39	30.49
006*	21.57	27.00	34.00

*Tutors are placed at PG003 minimum. **Peace Officers recommended starting hourly rate is \$22.59

ANNUAL SALARY BASED ON 183 DAYS (7 1/2 HOURS PER DAY)

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
003	19,736.55	24,705.00	31,567.50
004	22,550.18	28,191.15	35,245.80
005	26,777.48	33,475.28	41,847.53
006	29,604.83	37,057.50	46,665.00

ANNUAL SALARY BASED ON 217 DAYS (7 1/2 HOURS PER DAY)

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
003	23,403.45	29,295.00	37,432.50
004	26,739.83	33,428.85	41,794.20
005	31,752.53	39,694.73	49,622.48
006	35,105.18	43,942.50	55,335.00

Note: Peace Officer recommended minimum annual salary based on 202 days (8 hours per day) is \$36,505.44

**EAGLE PASS I.S.D.
MANUAL TRADES
JOB CLASSIFICATIONS
2020-2021**

PAY GRADE 052

Bus Aides (177-180 days)	Food Services Worker (177-180 days)
Custodian (238 days)	Grounds Worker (238 days)
Dispatcher (238 days)	Laborer Worker (238 days)

PAY GRADE 053

Bus Aides-Sp. Ed. (177-180 days)	Mechanic Helper (238 days)
Facilities & Maintenance Helper (238 days)	Roofer Helper (238 days)
Food Services Cook (PG 49-183 days)	Welder Helper (238 days)

PAY GRADE 054

Asst. Cafeteria Manager (187 days)	Press Operator (238 days)
Elem. Lead Custodian (238 days)	Textbook Warehouseman (238 days)
	Warehouseman (238 days)

PAY GRADE 055

Asst. Supervisor - Warehouse (238 days)	Skilled - Body/Paint Welder (238 days)
Asst. Supervisor F/S Warehouse (238 days)	Skilled - Carpenter (238 days)
Bus Driver (177-180 days)	Skilled - Electrician (238 days)
Cafeteria Manager- Elementary (187 days)	Skilled- Equipment Operator (238 days)
Gen. Maintenance Repairman (238 days)	Skilled - Mason (238 days)
Handyman - Electrician (238 days)	Skilled - Mechanic (238 days)
Handyman - Plumber (238 days)	Skilled - Mechanic Diesel (238 days)
Skilled - A/C Mechanic (238 days)	Skilled - Painter (238 days)
Skilled - A/C Repairman (238 days)	Skilled - Printer (238 days)
Skilled - Appliance Repairman (238 days)	Skilled - Warehouseman/Parts (238 days)
Skilled - Automotive A/C (238 days)	Vehicle Driver - Special Ed (177-180 days)

PAY GRADE 056

Cafeteria Manager- Secondary (187 days)	Supervisor - Master Electrician (238 days)
DSC Administrative Custodian (238 days)	Supervisor - Master HVAC (238 days)
Master Gen. Const. Facil. & Maint (238 days)	Supervisor - Master Plumber (238 days)
Master Welder (238 days)	Supervisor - Parts/Tools (238 days)
Spvr- Field Maintenance and Operations (238 days)	Supervisor - Rt. Scheduler/Dispatcher (238 days)
Spvr- F/S and Warehouse Operations (238 days)	Supervisor - Special Projects (238 days)
Supervisor- Lead Custodain Secondary (238 days)	Supervisor - Transportation Shop (238 days)
Supervisor - Maintenance (238 days)	Supervisor - Textbook (238 days)
Supervisor - Master Carpenter (238 days)	Supervisor - Warehouse (238 days)

Note: There is no pay grade for a district activity van/vehicle driver. Employees who may be requested to drive a district activity van/vehicle as needed are paid at their current pay grade.

**EAGLE PASS I.S.D.
MANUAL TRADES**

PAY RANGES

2020-2021

HOURLY RATES

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
52	12.33	15.42	19.28
53	13.35	17.00	22.00
54	14.38	18.00	23.00
55	17.46	22.00	28.00
56	19.51	24.39	30.49

Note: Food Service and Transportation P/T employees are paid based on the respective pay grade min.

ANNUAL SALARY BASED ON 183 DAYS (8 HOURS PER DAY)

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
52	18,051.12	22,574.88	28,225.92
53	19,544.40	24,888.00	32,208.00
54	21,052.32	26,352.00	33,672.00
55	25,561.44	32,208.00	40,992.00
56	28,562.64	35,706.96	44,637.36

ANNUAL SALARY BASED ON 238 DAYS (8 HOURS PER DAY)

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM
52	23,476.32	29,359.68	36,709.12
53	25,418.40	32,368.00	41,888.00
54	27,379.52	34,272.00	43,792.00
55	33,243.84	41,888.00	53,312.00
56	37,147.04	46,438.56	58,052.96

**EAGLE PASS INDEPENDENT SCHOOL DISTRICT
2020-21 SUMMARY OF SALARY INCREASE ESTIMATES**

EMPLOYEE CATEGORY	<1>	<2>	Recommended <3>
	+2.5% (\$1,533.40) SALARY INCREASE	+3% (\$1,840.08) SALARY INCREASE	+3.17%(\$1,942.93) SALARY INCREASE
1. PROFESSIONALS (PAY GRADES 007-009)* Teachers, Counselors, Librarians, RNs and other Professionals with direct Instruction to students +5 yrs	1,335,728	1,602,873	1,693,702
2. PROFESSIONALS (PAY GRADES 007-009)* Teachers, Counselors, Librarians, RNs and other Professionals with direct Instruction to students +0-4 yrs	+2% (\$1,226.72) SALARY INCREASE	+2.5% (\$1,533.40) SALARY INCREASE	+2.67%(\$1,636.25) SALARY INCREASE
3. OTHER PROFESSIONALS (PAY GRADES 007-009)* Professionals with non-direct Instruction to students	35,020	43,775	46,752
4. ADMINISTRATORS (PAY GRADES 014-020)**	+2% SALARY INCREASE	+2.5% SALARY INCREASE	+2.67% SALARY INCREASE
5. PARAPROFESSIONALS (PAY GRADES 003-006)**	215,936	269,920	288,275
6. MANUAL TRADES (PAY GRADES 052-056)**	+2% SALARY INCREASE	+2.5% SALARY INCREASE	+2.67% SALARY INCREASE
TOTAL COST	2,281,152	2,784,655	2,955,844

* % OF SALARY INCREASES FOR PROFESSIONALS INCLUDES THE \$100/\$400 LOCAL STEP INCREASE BASED ON 187 WORKING DAYS AND THE AVERAGE SALARY OF \$61,282 FOR A TOTAL AMOUNT OF \$605,211.

* LOCAL STEP INCREASE FOR PROFESSIONALS IS NOT STATE MANDATED AND IS NOT AUTOMATIC. IT IS PART OF THE OVERALL SALARY INCREASE APPROVED AT THE DISCRETION OF THE BOARD OF TRUSTEES.

** % OF SALARY INCREASES FOR ADMINISTRATORS, PARAPROFESSIONALS, & MANUAL TRADES BASED ON THE MID-POINT OF THE EMPLOYEE'S PAY GRADE.

NOTE:

SALARY INCREASES WILL ONLY APPLY TO FULL-TIME EMPLOYEES, PART-TIME FOOD SERVICE EMPLOYEES, PART-TIME TRANSPORTATION EMPLOYEES, AND OTHER PART-TIME EMPLOYEES WHO ARE ELIGIBLE FOR FRINGE BENEFITS AND HAVE COMPLETED THEIR 2019-2020 WORKING CALENDAR. STARTING SALARY FOR PROFESSION HIRING SCHEDULE IS \$49,500 FOR 2020-21 SCHOOL YEAR.